



Not Started	Underway	Completed
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Pillar: Supporting a diverse workforce




Focus Areas	FY2024 Initiatives	Update as of July 30, 2024	Status
Focusing on DEI Fundamentals <i>Continuous learning and tools are in place to support a diverse workforce</i>	DEI learning for all Corus <ul style="list-style-type: none"> Focused on DEI concepts and learning expected of all Corus employees 	<ul style="list-style-type: none"> DEI fundamentals will be a requirement for all new hires, and available to all of Corus, starting in Q3 	
	Targeted DEI learning <ul style="list-style-type: none"> Targeted learnings focused on people leaders, areas of the business or topics. 	<ul style="list-style-type: none"> Unconscious bias training piloted in Q2 with DEI Council, to be rolled out in Q3. 77 People Leaders completed the disability eLearning from the Ontario Disability Employment Network 	
	Integrate DEI principles into existing learning and talent development <ul style="list-style-type: none"> Create strategy and action plan with timing to enhance learning and development programs to support under-represented groups. 		
Working inclusively and equitably <i>Striving to eliminate barriers and ensure an inclusive approach to our processes.</i>	Talent Attraction Workstream <ul style="list-style-type: none"> Continue to update sourcing, recruitment and selection approach to eliminate barriers and diversify our workforce. 	<ul style="list-style-type: none"> <u>LinkedIn Amplify</u> – a sourcing project to boost postings to a more diverse audience, leveraging the DEI Council <u>Candidate Self-ID</u> – finalizing the form, working to ensure all privacy requirements are met 	
	Leadership diversification <ul style="list-style-type: none"> Review and create plan to adapt talent review and succession planning processes and tools with a DEI lens. 	<ul style="list-style-type: none"> Workstream in place, with a working group comprised of leadership from DEI, Talent Acquisition and the People and Culture teams. 	
	Employee Resource Groups (ERGs) <ul style="list-style-type: none"> Continue to support our ERGs with a 	Events/recognitions in Q3 included: <ul style="list-style-type: none"> CREATE: To celebrate Ramadan and Eid, CREATE hosted a 	

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Focus Areas	FY2024 Initiatives	Update as of July 30, 2024	Status
	<p>particular focus on membership and community development.</p>	<p>virtual event to discuss the significance of Ramadan for Muslims around the world and also celebrated Asian Heritage Month spotlighting 4 of its members.</p> <ul style="list-style-type: none"> • OUT@Corus: OUT@Corus marked this year's International Day of Pink with a campaign promoting staff to wear pink and post their photos and comments on Corus Central in support of the day. The group also hosted a discussion on the misinformation in the Transgender community with Dr. Travers. • ALL ACCESS: In honour of National AccessAbility Week, All Access ran a well-received campaign around Red Shirt Day, encouraging staff to wear red and post on Corus Central. • HOLA!: In collaboration with Corus Well-Being, HOLA! host a virtual Zumba session with professional instructor Brenda Heinrich. 	
<p>Holding ourselves accountable</p> <p><i>Ensuring we know what we are trying to achieve through ongoing improvement</i></p>	<p>Quarterly DEI Reporting and Updates</p> <ul style="list-style-type: none"> • To ensure transparency and continuous improvement. Continue to report quarterly on our progress. 	<ul style="list-style-type: none"> • Regular DEI Reporting Suite now in place 	
	<p>Policy and Process Alignment</p> <ul style="list-style-type: none"> • To ensure our internal policies support and enhance our DEI Action Plan. This will include a review of People policies in FY24. 	<ul style="list-style-type: none"> • New DEI Policy completed • Pay Equity Committee in place, to run throughout FY24 	



Pillar: Representing diversity in onscreen content

Focus Areas	FY2024 Initiatives	Update as of February 29, 2024	Status
<p>Measurement <i>Putting the tools in place to measure our progress</i></p>	<p>Develop dashboards that show onscreen representation for Corus Content for each business area.</p>	<ul style="list-style-type: none"> • <u>Completed</u>: Original Productions 2021-22 • <u>In active development</u>: Original Productions 2022-23, Corus Tempo, Network Programming and Acquisitions 	
<p>Internal Operations <i>Putting the right supporting processes in place</i></p>	<p>Process development</p> <ul style="list-style-type: none"> • Ensuring the upstream processes are in place to support our goal of having content that is fully representative of our audiences • This will include DEI governance/committees, pitch meetings, greenlight processes and learning. 	<ul style="list-style-type: none"> • Regular DEI touchpoints established in each business area within pre-existing meetings or as standalone meetings. 	
<p>External engagement <i>How we work with our external partners and production companies</i></p>	<p>External contractors, partnerships</p> <ul style="list-style-type: none"> • Working collaboratively with external organizations that support diversity in production. • Working closely with our production partners and external contractors to better understand and support building a diverse and inclusive production environment 	<ul style="list-style-type: none"> • Active member of the BSO (Black Screen Office) Collaborative Network 	

Pillar: Building a Diverse Industry

Focus Areas	FY2024 Initiatives	Update as of February 29, 2024	Status
<p>Industry commitment</p> <p><i>Continuing to foster a strong and sustainable media industry.</i></p>	<p>Align and collaborate with industry organizations committed to addressing gaps/challenges in the industry</p>	<p>Women in Communications and Technology</p> <ul style="list-style-type: none"> Selected 12 female-identifying Corus team members to participate in WCT’s Change Agent Program <p>OYA Emerging Filmmaker’s Program</p> <ul style="list-style-type: none"> Facilitated an Original Programming information session for OYA 2024/25 cohort Facilitated a Corus Quay tour and panel session with Corus’ Manager, Original Content and EP/Showrunner of <i>Top Chef Canada</i> Corus <i>Unscripted Internship Program</i> candidate submission review for four internship opportunities (<i>Big Brother Canada</i> and <i>Top Chef Canada</i>) <p>Plan International Canada</p> <ul style="list-style-type: none"> Initiated discussions with Plan regarding Corus participation in their Girls Belong Here Program – Seat Share and Innovation Hub 	<p></p> <p></p> <p></p>
	<p>Develop and support focused programs that build the talent pipeline and increase representation in our industry</p>	<p>Corus.Futures Scholarship and Internship Program</p> <ul style="list-style-type: none"> F24 Corus.Futures kick-off prep for launch 	<p></p>
<p>Career starting and career building opportunities</p> <p><i>Educational support and training opportunities for underrepresented communities</i></p>	<p>Education: Continue to facilitate corus.Futures Scholarship Program and support educational opportunities</p>	<p>Community Youth Engagement Program</p> <ul style="list-style-type: none"> Facilitated a tour/panel with 45 students from Neil McNeil High School with a focus on Corus roles on the technical side 	<p></p>
	<p>Industry: Facilitate paid internships and mentorships to build networks and provide professional support.</p>	<p>Corus.Futures Scholarship and Internship Program</p> <ul style="list-style-type: none"> Engaged with F23 recipients for spring 2024 internship placements at Corus Radio Calgary and <i>The Morning Show</i> in Toronto 	<p></p>